



**Semi-Annual Report  
on  
Female and Minority Employment**

**July – December 2015**



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**Matthew G. Bevin**  
Governor

**Thomas B. Stephens**  
Secretary

July 21, 2016

The Honorable Matt Bevin  
Governor, Commonwealth of Kentucky  
The Capitol Building  
Frankfort, Kentucky 40601

Dear Governor Bevin:

In accordance with KRS 18A.138, I submit the enclosed Semi-Annual Report on Female and Minority Employment (the "Report") for the six-month period of July 1 through December 31, 2015. This report reflects the overall minority and female employment utilization for the Executive Branch, as well as figures for each cabinet.

Based on Kentucky demographic data from the 2010 Census, long-term hiring goals for minorities and females have been set at 12.2% and 50.8%, respectively. These goals represent the previous administration's focus on increasing representation in employment by race and gender, in addition to developing a state workforce that reflects the demographics of the citizens we serve. This Report measures that progress in six month intervals.

The employment data derives from the Kentucky Human Resources Information System ("KHRIS"). The Office of Diversity and Equality ("ODE") and Office of Legal Services ("OLS") at the Personnel Cabinet reviewed the reporting system to ensure that it accurately captures the racial and gender makeup of the Executive Branch. Beginning in December 2011, all Executive Branch reports have excluded employment data from the Unified Prosecutorial System and the constitutional offices of the Secretary of State, Attorney General, State Treasurer, Auditor of Public Accounts, and Department of Agriculture. The enclosed Report now includes employment data from all constitutional offices. Those figures are listed under the General Government category. As of this reporting period, only employment data from the Unified Prosecutorial System is excluded.

As of December 31, 2015, the total number of Executive Branch employees, for reporting purposes, was 32,050. At the close of this 6-month period, the previous administration employed 2,857 minorities and 16,020 females. This represents a utilization percentage of 8.91% for minorities (a decrease of 0.21% from the last reporting period) and 49.98% for females (an increase of 0.59% from the last reporting period). Only the Cabinet for Health and Family Services exceeded the overall goals for both minority and female employment. The Economic Development, Labor, Education, Personnel, and General Government Cabinets all exceeded the goal for female employment.

The Personnel Cabinet supports the goal of a state government workforce that reflects the demographics of the citizens we serve. Through ODE, we continue to identify and address the challenges inherent in meeting our utilization goals through training in the areas of diversity, inclusion, and EEO throughout the Commonwealth.

Sincerely,

Thomas B. Stephens, Secretary

Enclosure

cc: Scott Brinkman, Secretary of the Governor's Executive Cabinet  
Blake Brickman, Chief of Staff  
Steve Pitt, General Counsel



**MINORITY & FEMALE EMPLOYMENT DATA**

**JUNE – DECEMBER 2015**

## **Executive Branch Utilization Summary**

Between July 1 and December 31, 2015, the number of Executive Branch employees decreased by 406 positions, from 32,456 to 32,050. The following table summarizes overall minority and female utilization as of December 2015:

<u>Category</u>	<u>December 2015</u>	<u>Goal</u>	<u>Difference</u>
Minority Employment	8.91%	12.2%	(-3.29%)
Female Employment	49.98%	50.8%	(-0.82%)

During this reporting period, the Commonwealth exceeded the minority utilization goal in two EEO Job Categories: Paraprofessional and Service Maintenance. The female utilization goal was met in three EEO Job Categories: Professional, Paraprofessional, and Administrative Support.

Most cabinets did not meet the overall utilization goals. A full list of employment percentages by cabinet and by EEO Job Category can be found on page 16. A few areas, however, are noted. First, with respect to minority employment, the Energy & Environment, Public Protection, Tourism, and Transportation Cabinets have a significantly lower percentage of overall minority employees in comparison to their proportions of the overall Executive Branch workforce. Second, with respect to female employment, the greatest overall concentration of minority & female employment is in the Cabinet for Health and Family Services (“CHFS”). CHFS far exceeds the cabinet’s proportion of the overall workforce. Though CHFS employs 23.22% of the Executive Branch workforce, it employs 37.8% and 37.54% of the overall minority and female Executive Branch employees, respectively.

Finally, in examining proportional representation by EEO Job Categories, there are a few EEO Job Categories where minority and female employees are either significantly underutilized or disproportionally concentrated.

- Minority underrepresentation is most prevalent in EEO Job Categories 1 (Officials & Administrators), 3 (Technicians), 4 (Protective Service Workers), and 7 (Skilled Workers).
- For female employment, underrepresentation is most prevalent in EEO Job Category 4 (Protective Service Workers) and EEO Job Category 7 (Skilled Workers). Conversely, higher concentrations of female employees are found in EEO Job Categories 2 (Professionals), 5 (Paraprofessionals), and 6 (Office & Clerical).

## Executive Branch Utilization Table

### Minority Utilization MINORITY PROJ % GOAL: 12.2%

JOB CATEGORY	TOT EMPS	MIN	% MIN	GOAL MET
OFFICIALS & ADMIN	2,768	199	7.19%	
PROFESSIONAL	16,994	1,601	9.42%	
TECHNICIANS	1,538	106	6.89%	
PROTECT SERV WORKER	3,185	217	6.81%	
PARA PROFESSIONAL	2,331	319	13.69%	✓
OFFICE & CLERICAL	1,400	117	8.36%	
SKILLED WORKER	2,430	88	3.62%	
SERVICE MAINTENANCE	1,404	210	14.96%	✓
<b>JUNE 2015 TOTAL</b>	<b>32, 456</b>	2,961	9.12%	
<b>DECEMBER 2015 TOTAL</b>	<b>32,050</b>	2,857	8.91%	
<b>CHANGES</b>	<b>-406</b>	-104	-0.21%	

### Female Utilization FEMALE PROJ % GOAL: 50.8%

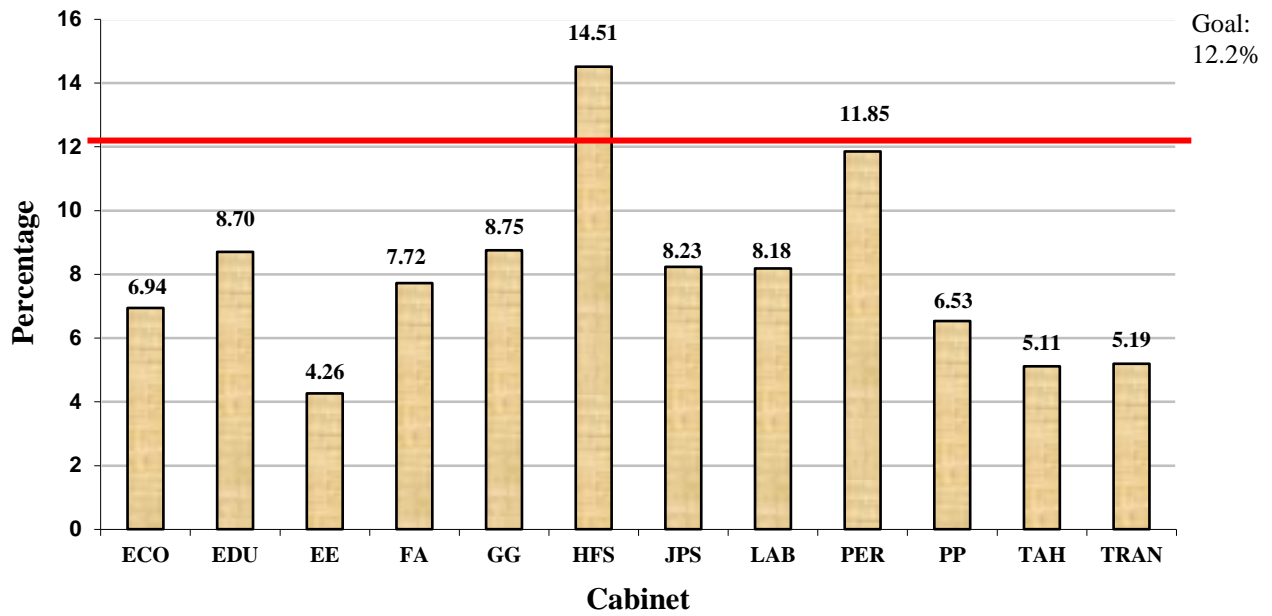
<u>JOB CATEGORY</u>	<u>TOT EMPS</u>	<u>FEMALE EMPS</u>	<u>% FEMALE</u>	<u>GOALS MET</u>
OFFICIALS & ADMIN	2,768	1,229	44.40%	
PROFESSIONAL	16,994	10,098	59.42%	✓
TECHNICIANS	1,538	549	35.70%	
PROTECT SERV WORKER	3,185	543	17.05%	
PARA PROFESSIONAL	2,331	1,776	76.19%	✓
OFFICE & CLERICAL	1,400	1,144	81.71%	✓
SKILLED WORKER	2,430	130	5.35%	
SERVICE MAINTENANCE	1,404	551	39.25%	
<b>JUNE 2015 TOTAL</b>	32,456	16,031	49.39%	
<b>DECEMBER 2015 TOTAL</b>	32,050	16,020	49.98%	
<b>CHANGES</b>	-406	-11	0.59%	

## Summary of Overall Cabinet Attainment

- Cabinets meeting ***both*** minority and female utilization goals:
  - Health & Family Services
- Cabinets meeting minority utilization goals only:
  - Health & Family Services (**14.51%**)
- Cabinets meeting female utilization goals only:
  - Economic Development (**63.89%**)
  - Education (**59.69%**)
  - General Government (**59.18%**)
  - Health & Family Services (**80.89%**)
  - Labor (**59.37%**)
  - Personnel (**73.46%**)



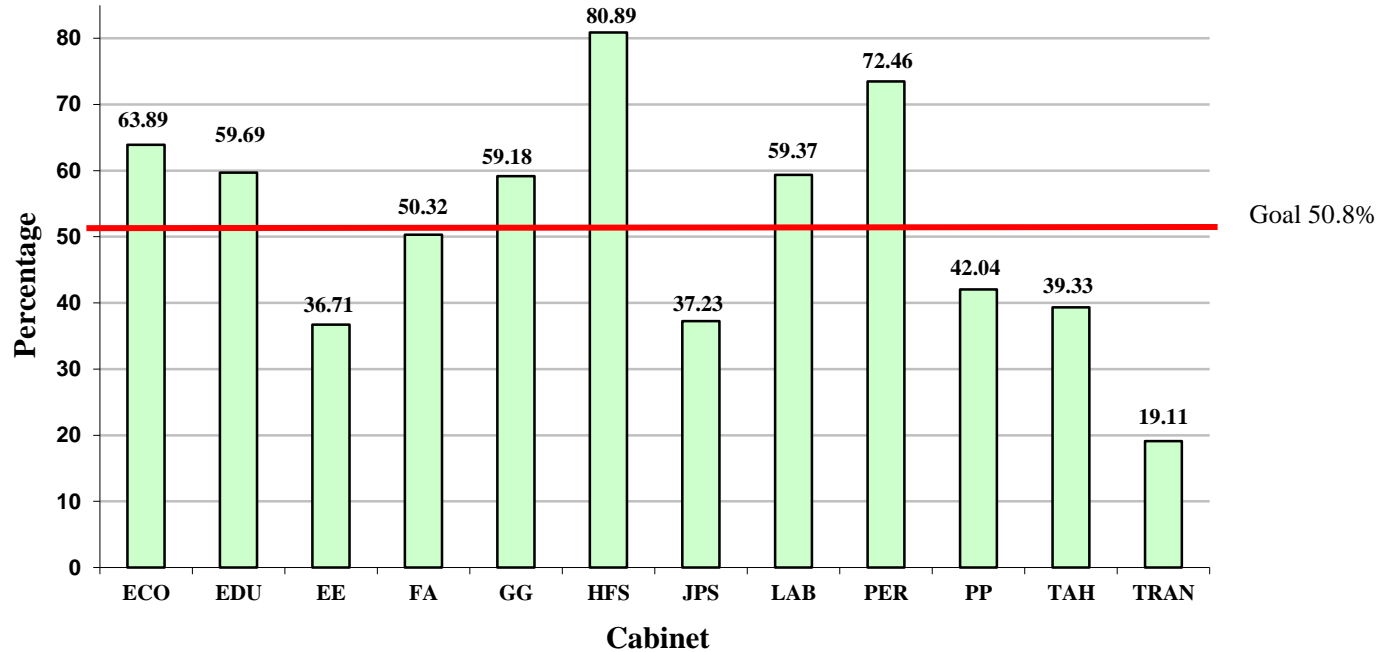
## Minority Utilization Percentage By Cabinet



### KEY

ECO	Economic Development
EDU	Education & Workforce Development
EE	Energy & Environment
FA	Finance & Administration
GG	General Government
HFS	Health & Family Services
JPS	Justice & Public Safety
LAB	Labor
PER	Personnel
PP	Public Protection
TAH	Tourism, Arts & Heritage
TRAN	Transportation

## Female Utilization Percentage By Cabinet



### KEY

ECO	Economic Development
EDU	Education
EE	Energy & Environment
FA	Finance & Administration
GG	General Government
HFS	Health & Family Services
JPS	Justice & Public Safety
LAB	Labor
PER	Personnel
PP	Public Protection
TAH	Tourism, Arts & Heritage
TRAN	Transportation

## Percentage of Executive Branch Utilization By Cabinet

<b>Cabinet</b>	<b>% Overall Employment</b>	<b>% Minority Employment</b>	<b>% Female Employment</b>
<b>ECO</b>	0.22%	0.18%	0.29%
<b>EDU</b>	8.03%	7.84%	9.59%
<b>EE</b>	4.61%	2.21%	3.39%
<b>FA</b>	8.21%	7.11%	8.26%
<b>GG</b>	7.56%	7.42%	8.95%
<b>HFS</b>	23.22%	37.80%	37.54%
<b>JUS</b>	24.30%	22.44%	18.10%
<b>LAB</b>	1.18%	1.08%	1.40%
<b>PER</b>	0.66%	0.88%	0.97%
<b>PP</b>	1.96%	1.44%	1.65%
<b>TAH</b>	5.31%	3.05%	4.18%
<b>TRAN</b>	14.72%	8.58%	5.63%

## Percentage by EEO Job Category

<b>EEO Job Category</b>	<b>% Overall</b>	<b>% Minority</b>	<b>% Female</b>
<b>Group 1</b> <b>Officials and Administrators</b>	8.64%	6.97%	7.67%
<b>Group 2</b> <b>Professionals</b>	53.02%	56.04%	63.03%
<b>Group 3</b> <b>Technicians</b>	4.80%	3.71%	3.43%
<b>Group 4</b> <b>Protective Service Workers</b>	9.94%	7.60%	3.39%
<b>Group 5</b> <b>Paraprofessionals</b>	7.27%	11.17%	11.09%
<b>Group 6</b> <b>Office &amp; Clerical</b>	4.37%	5.00%	7.14%
<b>Group 7</b> <b>Skilled Workers</b>	7.58%	3.08%	0.81%
<b>Group 8</b> <b>Service Maintenance</b>	4.38%	7.35%	3.44%

## **CABINET UTILIZATION TABLES**

## *Economic Development Cabinet*

### **July – December 2015 Utilization Tables**

#### **Minority Utilization**

*MINORITY % GOAL: 12.2%*

<b>JOB CATEGORY</b>	<b>TOT EMPS</b>	<b>MIN EMPS</b>	<b>% MIN</b>	<b>GOALS MET:</b>
OFFICIALS & ADMIN	13	0	0.0%	
PROFESSIONAL	50	4	8.00%	
TECHNICIANS	2	0	0.0%	
PROTECT SERV WORKER	--	--	--	
PARA PROFESSIONAL	1	0	0.0%	
OFFICE & CLERICAL	5	0	0.0%	
SKILLED WORKER	--	--	--	
SERVICE MAINTENANCE	1	1	100%	✓
<b>JUNE 2015 TOTAL</b>	<b>90</b>	<b>9</b>	<b>10.00%</b>	<b>11.7%</b>
<b>DECEMBER 2015 TOTAL</b>	<b>72</b>	<b>5</b>	<b>6.94%</b>	<b>12.2%</b>
<b>CHANGES</b>	<b>-18</b>	<b>-4</b>	<b>-3.06%</b>	<b>0.5%</b>

#### **Female Utilization**

*FEMALE % GOAL: 50.8%*

<b>JOB CATEGORY</b>	<b>TOT EMPS</b>	<b>FEMALE EMPS</b>	<b>% FEMALE</b>	<b>GOALS MET:</b>
OFFICIALS & ADMIN	13	5	38.46%	
PROFESSIONAL	50	34	68.00%	✓
TECHNICIANS	2	1	50.00%	
PROTECT SERV WORKER	--	--	--	
PARA PROFESSIONAL	1	1	100%	✓
OFFICE & CLERICAL	5	5	100%	✓
SKILLED WORKER	--	--	--	
SERVICE MAINTENANCE	1	0	0.0%	
<b>JUNE 2015 TOTAL</b>	<b>90</b>	<b>49</b>	<b>54.44%</b>	<b>✓</b>
<b>DECEMBER 2015 TOTAL</b>	<b>72</b>	<b>46</b>	<b>63.89%</b>	<b>✓</b>
<b>CHANGES</b>	<b>-18</b>	<b>-32</b>	<b>0.56%</b>	

## *Education & Workforce Development Cabinet*

### July – December 2015 Utilization Table

#### Minority Utilization

*MINORITY % GOAL: 12.2%*

JOB CATEGORY	TOT EMPS	MIN EMPS	% MIN	GOALS MET:
OFFICIALS & ADMIN	317	28	8.83%	
PROFESSIONAL	1,884	158	8.39%	
TECHNICIANS	91	11	12.09%	✓
PROTECT SERV WORKER	9	0	0	
PARA PROFESSIONAL	75	9	12.00%	✓
OFFICE & CLERICAL	94	7	7.45%	
SKILLED WORKER	17	1	5.88%	
SERVICE MAINTENANCE	88	10	11.36%	
JUNE 2015 TOTAL	2,896	237	8.18%	11.7%
DECEMBER 2015 TOTAL	2,575	224	8.70%	12.2%
CHANGES	-321	-13	0.59%	0.5%

#### Female Utilization

FEMALE % GOAL: 50.8%

JOB CATEGORY	TOT EMPS	FEMALE EMPS	% FEMALE	GOALS MET:
OFFICIALS & ADMIN	317	198	62.46%	✓
PROFESSIONAL	1,884	1,132	60.08%	✓
TECHNICIANS	91	45	49.45%	
PROTECT SERV WORKER	9	1	11.11%	
PARA PROFESSIONAL	75	47	62.67%	✓
OFFICE & CLERICAL	94	91	96.81%	✓
SKILLED WORKER	17	2	11.76%	
SERVICE MAINTENANCE	88	21	23.86%	
DECEMBER 2015 TOTAL	2,575	1,537	59.69%	✓
JUNE 2015 TOTAL	2,896	1,725	59.55%	✓
CHANGES	-321	-270	0.14%	

## *Energy & Environment Cabinet*

### July – December 2015 Utilization Table

#### Minority Utilization

MINORITY % GOAL: 12.2%

JOB CATEGORY	TOT EMPS	MIN	% MIN	GOAL MET:
OFFICIALS & ADMIN	132	5	3.79%	
PROFESSIONAL	1,258	58	4.61%	
TECHNICIANS	73	0	0.00%	
PROTECT SERV WORKER	--	--	--	
PARA PROFESSIONAL	3	0	0.0%	
OFFICE & CLERICAL	8	0	0.0%	
SKILLED WORKER	2	0	0.0%	
SERVICE MAINTENANCE	3	0	0.00%	
<b>JUNE 2015</b>	<b>1,507</b>	62	4.11%	11.7%
<b>DECEMBER 2015 TOTAL</b>	<b>1,479</b>	63	4.26%	12.2%
<i>CHANGES</i>	<i>-28</i>	<i>1</i>	<i>0.15%</i>	<i>0.5%</i>

#### Female Utilization

FEMALE % GOAL: 50.8%

JOB CATEGORY	TOT EMPS	FEMALE EMPS	% FEMALE	GOAL MET:
OFFICIALS & ADMIN	132	38	28.79%	
PROFESSIONAL	1,258	484	38.47%	
TECHNICIANS	73	8	10.96%	
PROTECT SERV WORKER	--	--	--	
PARA PROFESSIONAL	3	3	100%	✓
OFFICE & CLERICAL	8	7	87.50%	✓
SKILLED WORKER	2	2	100%	✓
SERVICE MAINTENANCE	3	1	33.33%	
<b>JUNE 2015 TOTAL</b>	<b>1,507</b>	538	35.70%	
<b>DECEMBER 2015 TOTAL</b>	<b>1,479</b>	543	36.71%	
<i>CHANGES</i>	<i>-28</i>	<i>5</i>	<i>1.01%</i>	



## *Finance & Administration Cabinet*

### July – December 2015 Utilization Table

#### **Minority Utilization** MINORITY % GOAL: 12.2%

JOB CATEGORY	TOT EMPS	MIN	% MIN	GOAL MET:
OFFICIALS & ADMIN	410	34	8.29%	
PROFESSIONAL	1,793	128	7.14%	
TECHNICIANS	184	16	8.70%	
PROTECT SERV WORKER	--	--	--	
PARA PROFESSIONAL	47	6	12.77%	✓
OFFICE & CLERICAL	54	7	12.96%	✓
SKILLED WORKER	95	2	2.11%	
SERVICE MAINTENANCE	48	10	20.83%	✓
<b>JUNE 2015 TOTAL</b>	<b>1,998</b>	<b>175</b>	<b>8.76%</b>	<b>11.7%</b>
<b>DECEMBER 2015 TOTAL</b>	<b>2,631</b>	<b>203</b>	<b>7.72%</b>	<b>12.2%</b>
<b>CHANGES</b>	<b>633</b>	<b>28</b>	<b>-1.04%</b>	<b>0.5%</b>

#### **Female Utilization** FEMALE % GOAL: 50.8%

JOB CATEGORY	TOT EMPS	FEMALE EMPS	% FEMALE	GOAL MET:
OFFICIALS & ADMIN	410	162	39.51%	
PROFESSIONAL	1,793	1,030	57.45%	✓
TECHNICIANS	184	65	35.33%	
PROTECT SERV WORKER	--	--	--	
PARA PROFESSIONAL	47	26	55.32%	✓
OFFICE & CLERICAL	54	26	48.15%	
SKILLED WORKER	95	3	3.16%	
SERVICE MAINTENANCE	48	12	25.00%	
<b>JUNE 2015 TOTAL</b>	<b>1,998</b>	<b>917</b>	<b>45.90%</b>	
<b>DECEMBER 2015 TOTAL</b>	<b>2,631</b>	<b>1,324</b>	<b>50.32%</b>	✓
<b>CHANGES</b>	<b>633</b>	<b>-407</b>	<b>4.46%</b>	

## *General Government*

### July – December 2015 Utilization Table

#### **Minority Utilization**

MINORITY % GOAL: 12.2%

JOB CATEGORY	TOT EMPS	MIN	% MIN	GOAL MET:
OFFICIALS & ADMIN	342	20	5.85%	
PROFESSIONAL	1,048	92	8.78%	
TECHNICIANS	227	12	5.29%	
PROTECT SERV WORKER	219	24	10.96%	
PARA PROFESSIONAL	257	34	13.23%	✓
OFFICE & CLERICAL	58	8	13.79%	✓
SKILLED WORKER	60	4	6.67%	
SERVICE MAINTENANCE	212	18	8.49%	
JUNE 2015 TOTAL	2,189	216	9.87%	11.7%
DECEMBER 2015 TOTAL	2,423	212	8.75%	12.2%
CHANGES	234	4	-1.12%	0.5%

#### **Female Utilization**

FEMALE % GOAL: 50.8%

JOB CATEGORY	TOT EMPS	FEMALE EMPS	% FEMALE	GOAL MET:
OFFICIALS & ADMIN	342	134	39.18%	
PROFESSIONAL	1,048	658	62.79%	✓
TECHNICIANS	227	104	45.81%	
PROTECT SERV WORKER	219	103	47.03%	
PARA PROFESSIONAL	257	227	88.33%	✓
OFFICE & CLERICAL	58	53	91.38%	✓
SKILLED WORKER	60	15	25.00%	
SERVICE MAINTENANCE	212	140	66.04%	✓
JUNE 2015 TOTAL	2,189	1,284	58.66%	✓
DECEMBER 2015 TOTAL	2,423	1,434	59.18%	✓
CHANGES	234	150	0.52%	

## *Health & Family Services Cabinet*

### **July – December 2015 Utilization Table**

#### **Minority Utilization**

MINORITY % GOAL: 12.2%

JOB CATEGORY	TOT EMPS	MIN	% MIN	GOAL MET:
OFFICIALS & ADMIN	396	38	9.60%	
PROFESSIONAL	4,525	603	13.33%	✓
TECHNICIANS	128	17	13.28%	✓
PROTECT SERV WORKER	71	8	11.27%	
PARA PROFESSIONAL	1,589	237	14.92%	✓
OFFICE & CLERICAL	463	60	12.96%	✓
SKILLED WORKER	58	10	17.24%	✓
SERVICE MAINTENANCE	213	107	50.23%	✓
JUNE 2015 TOTAL	7,572	1,139	15.04%	11.7%
DECEMBER 2015 TOTAL	7,443	1,080	14.51%	12.2%
CHANGES	-129	-59	-0.53%	0.5%

#### **Female Utilization**

FEMALE % GOAL: 50.8%

JOB CATEGORY	TOT EMPS	FEMALE EMPS	% FEMALE	GOAL MET:
OFFICIALS & ADMIN	396	296	74.75%	✓
PROFESSIONAL	4,525	3,671	81.13%	✓
TECHNICIANS	128	89	69.53%	✓
PROTECT SERV WORKER	71	23	32.39%	
PARA PROFESSIONAL	1,589	1,332	83.83%	✓
OFFICE & CLERICAL	463	443	95.68%	✓
SKILLED WORKER	58	10	17.24%	
SERVICE MAINTENANCE	213	157	73.71%	✓
JUNE 2015 TOTAL	7,572	6,114	80.74%	✓
DECEMBER 2015 TOTAL	7,443	6,021	80.89%	✓
CHANGES	-129	-93	0.15%	

## *Justice & Public Safety Cabinet*

### July – December 2015 Utilization Table

#### **Minority Utilization**

MINORITY % GOAL: 12.2%

JOB CATEGORY	TOT EMPS	MIN	% MIN	GOAL MET:
OFFICIALS & ADMIN	391	43	11.00%	
PROFESSIONAL	3,579	348	9.72%	
TECHNICIANS	202	9	4.46%	
PROTECT SERV WORKER	2,704	180	6.66%	
PARA PROFESSIONAL	143	27	18.88%	✓
OFFICE & CLERICAL	525	25	4.76%	
SKILLED WORKER	190	4	2.11%	
SERVICE MAINTENANCE	55	5	9.09%	
JUNE 2015 TOTAL	7,835	642	8.19%	11.7%
DECEMBER 2015 TOTAL	7,789	641	8.23%	12.2%
CHANGES	-46	-1	0.04%	0.5%

#### **Female Utilization**

FEMALE % GOAL: 50.8%

JOB CATEGORY	TOT EMPS	FEMALE EMPS	% FEMALE	GOAL MET:
OFFICIALS & ADMIN	391	167	42.71%	
PROFESSIONAL	3,579	1,736	48.51%	
TECHNICIANS	202	103	50.99%	✓
PROTECT SERV WORKER	2,704	408	15.09%	
PARA PROFESSIONAL	143	65	45.45%	
OFFICE & CLERICAL	525	372	70.86%	✓
SKILLED WORKER	190	30	15.79%	
SERVICE MAINTENANCE	55	19	34.55%	
JUNE 2015 TOTAL	7,835	2,888	36.86%	
DECEMBER 2015 TOTAL	7,789	2,900	37.23%	
CHANGES	-46	12	0.37%	

## *Labor Cabinet*

### July – December 2015 Utilization Table

#### **Minority Utilization**

MINORITY % GOAL: 12.2%

JOB CATEGORY	TOT EMPS	MIN	% MIN	GOAL MET:
OFFICIALS & ADMIN	51	1	1.96%	
PROFESSIONAL	234	21	8.97%	
TECHNICIANS	37	7	18.92%	✓
PROTECT SERV WORKER	9	0	0%	
PARA PROFESSIONAL	16	0	0%	
OFFICE & CLERICAL	26	2	7.69%	
SKILLED WORKER	2	0	0%	
SERVICE MAINTENANCE	4	0	0%	
<b>JUNE 2015 TOTAL</b>	<b>436</b>	<b>34</b>	<b>7.8%</b>	<b>11.7%</b>
<b>DECEMBER 2015 TOTAL</b>	<b>379</b>	<b>31</b>	<b>8.18%</b>	<b>12.2%</b>
<i>CHANGES</i>	<i>-57</i>	<i>-3</i>	<i>0.38%</i>	<i>0.5%</i>

#### **Female Utilization**

FEMALE % GOAL: 50.8%

JOB CATEGORY	TOT EMPS	FEMALE EMPS	% FEMALE	GOAL MET:
OFFICIALS & ADMIN	51	24	47.06%	
PROFESSIONAL	234	138	58.97%	✓
TECHNICIANS	37	19	51.35%	✓
PROTECT SERV WORKER	9	2	22.22%	
PARA PROFESSIONAL	16	16	100.00%	✓
OFFICE & CLERICAL	26	25	96.15%	✓
SKILLED WORKER	2	1	50.00%	
SERVICE MAINTENANCE	4	0	0%	
<b>JUNE 2015 TOTAL</b>	<b>436</b>	<b>246</b>	<b>56.42%</b>	<b>✓</b>
<b>DECEMBER 2015 TOTAL</b>	<b>379</b>	<b>225</b>	<b>59.37%</b>	<b>✓</b>
<i>CHANGES</i>	<i>-57</i>	<i>-21</i>	<i>2.95%</i>	

## *Personnel Cabinet*

### **July – December 2015 Utilization Table**

#### **Minority Utilization** MINORITY % GOAL: 12.2%

JOB CATEGORY	TOT EMPS	MIN	% MIN	GOAL MET:
OFFICIALS & ADMIN	32	3	9.38%	
PROFESSIONAL	161	21	13.04%	✓
TECHNICIANS	14	1	7.14%	
PROTECT SERV WORKER	--	--	--	--
PARA PROFESSIONAL	1	--	--	--
OFFICE & CLERICAL	3	0	0%	
SKILLED WORKER	--	--	--	--
SERVICE MAINTENANCE	--	--	--	--
JUNE 2015	226	27	11.95%	11.7%
DECEMBER 2015 TOTAL	211	25	11.85%	12.2%
CHANGES	-15	-2	-0.10%	0.5%

#### **Female Utilization** FEMALE % GOAL: 50.8%

JOB CATEGORY	TOT EMPS	FEMALE EMPS	% FEMALE	GOAL MET
OFFICIALS & ADMIN	32	20	62.50%	✓
PROFESSIONAL	161	124	77.02%	✓
TECHNICIANS	14	7	50.00%	
PROTECT SERV WORKER	--	--	--	
PARA PROFESSIONAL	1	1	100.00%	✓
OFFICE & CLERICAL	3	3	100.00%	✓
SKILLED WORKER	--	--	--	
SERVICE MAINTENANCE	--	--	--	
JUNE 2015 TOTAL	226	161	71.24%	✓
DECEMBER 2015 TOTAL	211	155	73.46%	✓
CHANGES	-15	-6	2.22%	

## *Public Protection Cabinet*

### **July – December 2015 Utilization Table**

#### **Minority Utilization**

MINORITY % GOAL: 12.2%

JOB CATEGORY	TOT EMPS	MIN	% MIN	GOALS MET:
OFFICIALS & ADMIN	112	5	4.46%	
PROFESSIONAL	318	27	8.49%	
TECHNICIANS	154	7	4.55%	
PROTECT SERV WORKER	--	--	--	
PARA PROFESSIONAL	8	0	0%	
OFFICE & CLERICAL	10	1	10.00%	
SKILLED WORKER	25	0	0%	
SERVICE MAINTENANCE	1	1	100.00%	✓
JUNE 2015	738	47	6.67%	11.7%
DECEMBER 2015 TOTAL	628	41	6.53%	12.2%
CHANGES	-110	-6	-0.14%	0.5%

#### **Female Utilization**

FEMALE % GOAL: 50.8%

JOB CATEGORY	TOT EMPS	FEMALE EMPS	% FEMALE	GOALS MET:
OFFICIALS & ADMIN	112	44	39.29%	
PROFESSIONAL	318	191	60.06%	✓
TECHNICIANS	154	14	9.09%	
PROTECT SERV WORKER	--	--	--	
PARA PROFESSIONAL	8	8	100.00%	✓
OFFICE & CLERICAL	10	7	70.00%	✓
SKILLED WORKER	25	0	0%	
SERVICE MAINTENANCE	1	0	0%	
JUNE 2015 TOTALS	738	285	38.62%	
DECEMBER 2015 TOTAL	628	264	42.04%	
CHANGES	-110	-21	3.42%	

## *Tourism, Arts, And Heritage Cabinet*

### July – December 2015 Utilization Table

#### **Minority Utilization**

MINORITY % GOAL: 12.2%

JOB CATEGORY	TOT EMPS	MIN	% MIN	GOALS MET:
OFFICIALS & ADMIN	212	5	2.36%	
PROFESSIONAL	432	22	5.09%	
TECHNICIANS	64	5	7.81%	
PROTECT SERV WORKER	168	5	2.98%	
PARA PROFESSIONAL	101	1	0.99%	
OFFICE & CLERICAL	135	4	2.96%	
SKILLED WORKER	231	5	2.16%	
SERVICE MAINTENANCE	358	40	11.17%	
<b>JUNE 2015</b>	<b>2,180</b>	<b>107</b>	<b>4.91%</b>	<b>11.7%</b>
<b>DECEMBER 2015 TOTAL</b>	<b>1,701</b>	<b>87</b>	<b>5.11%</b>	<b>12.2%</b>
<i>CHANGES</i>	<i>-479</i>	<i>-20</i>	<i>0.20%</i>	<i>0.5%</i>

#### **Female Utilization**

FEMALE % GOAL: 50.8%

JOB CATEGORY	TOT EMPS	FEMALE EMPS	% FEMALE	GOALS MET:
OFFICIALS & ADMIN	212	70	33.02%	
PROFESSIONAL	432	236	54.63%	✓
TECHNICIANS	64	20	31.25%	
PROTECT SERV WORKER	168	5	2.98%	
PARA PROFESSIONAL	101	33	32.67%	
OFFICE & CLERICAL	135	97	71.85%	✓
SKILLED WORKER	231	27	11.96%	
SERVICE MAINTENANCE	358	181	50.56%	
<b>JUNE 2015</b>	<b>2,180</b>	<b>903</b>	<b>41.45%</b>	
<b>DECEMBER 2015 TOTAL</b>	<b>1,701</b>	<b>669</b>	<b>39.33%</b>	
<i>CHANGES</i>	<i>-479</i>	<i>-234</i>	<i>-2.11%</i>	



## *Transportation Cabinet*

### **July – December 2015 Utilization Table**

#### **Minority Utilization**

MINORITY % GOAL: 12.2%

JOB CATEGORY	TOT EMPS	MIN	% MIN	GOALS MET:
OFFICIALS & ADMIN	360	17	4.72%	
PROFESSIONAL	1,712	119	6.95%	
TECHNICIANS	362	21	5.80%	
PROTECT SERV WORKER	5	0	0%	
PARA PROFESSIONAL	90	5	5.56%	
OFFICE & CLERICAL	19	3	15.79%	✓
SKILLED WORKER	1,750	62	3.54%	
SERVICE MAINTENANCE	421	18	4.28%	
<b>JUNE 2015 TOTAL</b>	<b>4,789</b>	<b>266</b>	<b>5.55%</b>	<b>11.7%</b>
<b>DECEMBER 2015 TOTAL</b>	<b>4,719</b>	<b>245</b>	<b>5.19%</b>	<b>12.2%</b>
<i>CHANGES</i>	<i>-70</i>	<i>-21</i>	<i>-0.36%</i>	<i>0.5%</i>

#### **Female Utilization**

FEMALE % GOAL: 50.8%

JOB CATEGORY	TOT EMPS	FEMALE EMPS	% FEMALE	
OFFICIALS & ADMIN	360	71	19.72%	
PROFESSIONAL	1,712	664	38.76%	
TECHNICIANS	362	74	20.44%	
PROTECT SERV WORKER	5	1	20.00%	
PARA PROFESSIONAL	90	17	18.89%	
OFFICE & CLERICAL	19	15	78.95%	✓
SKILLED WORKER	1,750	40	2.29%	
SERVICE MAINTENANCE	421	20	4.75%	
<b>JUNE 2015 TOTAL</b>	<b>4,789</b>	<b>921</b>	<b>19.23%</b>	
<b>DECEMBER 2015 TOTAL</b>	<b>4,719</b>	<b>902</b>	<b>19.11%</b>	
<i>CHANGES</i>	<i>-70</i>	<i>-19</i>	<i>-0.12%</i>	

## **APPENDICES**

## ***APPENDIX 1 - EEO Job Category Descriptions***

**Group 1. Officials and Administrators:** Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, direct individual departments or special phases of the agency's operations, or provide specialized consultation on regional, district or area basis. Includes: Department heads, directors, assistant directors, branch managers, environmental health program administrators, controllers, examiners, wardens, network engineers, resort park managers, police and fire chiefs, inspections and kindred workers.

**Group 2. Professionals:** Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: Personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dieticians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, correctional captains, health policy assistants and other kindred workers.

**Group 3. Technicians:** Occupations which require a combination of basic scientific or technical knowledge with manual skill which can be obtained through specialized post-secondary school education or through equivalent on the job training. Includes: Computer programmers and operators, draftsmen, surveyors, licensed practical nurses, photographers, radio operators, mine inspectors, programmers, systems engineer IT, highway technicians, technicians (medical, dental, electronic, physical sciences), administrative specialist I, inspectors and kindred workers.

**Group 4. Protective Service Workers:** Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: Correctional officers, fire fighters, KVE inspector, facilities security officers, state park rangers, detectives, Occupational Safety and Health Administration, (OSHA), safety consultants, hazardous device investigators, wildlife and boating law enforcement officers and kindred workers.

**Group 5. Paraprofessionals:** Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "new careers" concept. Includes: Administrative assistants, family support specialists, laboratory aids, revenue examiners, medical aids, child support workers, youth workers, museum guides, house parents, fish and wildlife technicians and kindred workers.

**Group 6. Office and Clerical:** Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paper work required in an office. Includes: Administrative secretaries, bookkeepers, messengers, office machine operators, clerk-typists, stenographers, data entry operators, communication dispatchers, office managers, postal technicians, rehabilitation care aids, offender information specialists and kindred workers.

**Group 7. Skilled Worker:** Manual workers of relatively high level (precision production and repair) having a full and comprehensive knowledge of the process involved in their work. Exercise considerable independent judgment and usually received an extensive period of training. Includes: mechanics and repair people, electricians, heavy equipment operators, highway superintendents, carpenters, HVAC inspectors, locksmiths, correctional farm managers, fisheries biologists and kindred workers.

**Group 8. Service/Maintenance:** Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: Cooks, equine workers, elevator inspectors, highway equipment operators, janitors, laborers, laundry workers, park workers, patient aides, stores workers, veterans cemetery caretakers and kindred workers.